

# The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



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OFFICIAL COPY

*Tentative Criteria of Professional Conduct*

*The Purposes of Individual Membership*

*Recruitment for AASW*

*Report of the National Membership Committee*

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Volume XXII

Number 11

# Tentative Criteria of Professional Conduct

## A Preliminary Statement from the National Committee on Personnel Practices

In March 1941 the National Board assigned to the Committee on Personnel Practices responsibility for working out, in cooperation with the National Membership Committee, criteria of professional conduct applicable to procedures for admission to membership and to procedures for handling membership complaints.

This preliminary statement from the committee is offered for possible reference in connection with the Procedure for Handling Membership Complaints. The statement is admittedly incomplete and includes only a few criteria among the many that might be defined. No attempt has been made to cover the range of questions with which such criteria may deal but some emphasis has been placed on translating into criteria the content of the first two sections of Part I of the Statement about Standard Employment Practices, entitled "Basis for a Standard" and "Employer-Employe Relationships."

### THE ASSOCIATION'S PURPOSE AND THE MEMBER'S OBLIGATION

In a professional field principles and standards develop inevitably—out of the necessity to make performance approach more closely its essential aims. Progress in this endeavor means overcoming inadequacies in service that originate in such combinations of factors as defects in available knowledge, method, and skill; lacks and flaws in social work organization, programs and resources; lacks in the quantity and quality of the equipment of social work personnel; et cetera.

As methods, principles and knowledge are developed by individuals or groups, their usefulness in overcoming inadequacies is bound to create new requirements for performance and demands for personnel capable of that performance. A whole series of problems arises for the field from the partially defined nature of such developments, from their unregulated impact on practice and personnel, from the need they may produce for changes in social work operation favorable to their survival and use. The Association represents an organized means of directing and strengthening such developments in given ways—for example:

1. Defining useful principles, procedures and standards in such terms that their nature and purpose may be more generally understood;
2. Encouraging and following their applications in the particular situations of practice so that they may be tested and improved;
3. Assisting practitioners to comprehend their value and to apply them for the betterment of their own performance and of operation in their agencies;
4. Protecting the interest which individual social workers have in developing their own and their agencies' serviceability by making the observance of adopted stand-

ards a criterion of the professional competence and integrity of social workers and social agencies.

In acquiring and continuing membership in the AASW the individual assumes the responsibilities inherent in the Association's purpose of creating, setting, and promoting professional standards.

In becoming a member of the AASW the individual social worker assumes responsibility for knowing and understanding the principles, methods and standards which the Association has endorsed.

As a member of an organization recommending that certain formulations become guides and measures of effective social work performance, the individual assumes responsibility for incorporating them into his own equipment and working for their recognition and use in his own agency and community. He thus acknowledges the practical utility in the use of standards in each social worker's job and agency bailiwick—the protection of individual worker and agency from avoidable error and negligence in service.

### CRITERIA OF PROFESSIONAL CONDUCT

The purpose of criteria of professional conduct is to provide guides for performance and safeguards against errors and omissions detrimental to sound service and operation. It is assumed that professional conduct would conform to these criteria and that they would be applied by the Association only as questions arise in individual cases. The objective is to advance and protect the welfare of clients through a discipline voluntarily imposed by the professional group on itself. The principles and procedures stated in these criteria may vary in their significance according to the particular circumstances and responsibili-

ties in the situation to which they are applied. For example failure to observe a given principle or procedure may constitute a minor negligence in one instance and in another a major violation of professional responsibility. Precise prescriptions or rules cannot be laid down to be routinely followed by professional practitioners since they would deny the essential character of professional responsibility which is to use a judgment and discretion adapted to the particular circumstances and stakes in the situation.

#### TENTATIVE CRITERIA

The following propositions are largely derived from the sections in the Association's Statement about Standard Employment Practices in Social work entitled "Basis for a Standard" and "Employer-Employee Relationships."

#### The employment base

1. The member of the AASW assumes active responsibility for observance of the principle that standards of competence should govern the selection and maintenance of social work personnel and that other considerations should not be substituted for those of competence.

An example of failure to meet this criterion would be found in behavior expressing disbelief in the necessity for and value of special equipment for social workers or of employing staff with such equipment in social agencies.

Another example would be insistence on the seniority principle without regard for considerations of competence.

2. The member of the AASW recognizes that employment should be on the basis of qualifications and indicated competence for the particular position.

An example of failure to meet this criterion would consist in efforts to disregard or defeat the principles of merit selection under civil service or in private employment.

Another example would be acceptance of a position for higher status and salary without consideration of qualifications.

#### The employment contract

1. The member of the AASW recognizes that observance of the contractual nature of conditions of employment is an essential safeguard to discharge of responsibilities for effective service by the agency.

A failure to meet this criterion would consist in leaving a position without due notice

or discussion of necessary provisions for taking care of the responsibilities involved in the position; or

An illustration would be dropping a person from a position to which he has been appointed without regard for the responsibilities involved in the decision to employ him.

Another example would be failure by a worker to keep an agreement to return to a job after a leave of absence.

2. The member of the AASW recognizes that mutual understanding between employer and employee of the requirements of the position and the conditions of work is necessary as a guide and a protection to proper performance in the agency.

An example of failure to meet this criterion would consist in changing either the duties of a position or the conditions of work without reference to original understandings about these and without recognition and discussion of the significance of the change.

Another example would be the acceptance of a position by a worker without discussion of personal circumstances, such as those of marriage, likely to interfere with full discharge of the responsibilities in the job.

Another example would be the employment of a worker on an inaccurate representation of the size of caseload and the range of duties in the job.

Other examples would be the acceptance of a position without mention by the worker of uncertainties about the period he might continue in it or the employment of a worker without discussion of impending changes in staff that might affect his interest in the position.

3. The member of the AASW recognizes that definite procedures and provisions for meeting the conditions listed in Part I of the Association's Statement of Employment Practices are fundamental guides and protections to sound relationships and responsible operation of social agencies.

This means that the individual member would recognize the contributory negligence or the violation involved in failure to work out and maintain procedures and provisions within the agency the purpose of which is to avoid the development of situations detrimental to individual performance and agency operation.

#### The protection of confidence

The member of the AASW recognizes an obligation to safeguard the confidential

nature of all communications with the client. This obligation would be superseded only by action of the agency administration in accordance with a defined policy applicable to the extreme instance in which the public welfare is endangered.

A sample violation of this would consist in exploiting access to the social service register for purposes unrelated to a service to the clients involved.

Another example would be divulging the name and circumstances of a client to contributors or discussing a client's private affairs with persons in a referring relationship.

Another instance would be the use by a worker of the social service register to obtain information about an applicant for a domestic service position in the worker's household.

Another breach would be the use in casual or social conversation of information of a personal sort secured about staff members or students in working relationships to them.

#### Responsibility to the public

1. The member of the AASW acknowledges that he has a responsibility for understanding the program of his agency and for promoting the further development of that understanding within the agency.

An example of failure to meet this criterion would be acceptance of a position in an agency without inquiry into the nature or purposes of its program.

Another example would be continuance of employment in an agency whose questionable program was not being subject to scrutiny.

2. The member of the AASW acknowledges responsibility for endeavoring to stimulate evaluation within his agency of the effectiveness of its services and of their relationship to community needs and to the programs of other agencies.

An example of failure to meet this criterion would be acceptance of a position in an agency whose program is obsolete, conflicts with those of other responsible agencies or involves a denial of public responsibility for essential services.

3. The member of the AASW recognizes his share in a common responsibility of board, executive and staff for understanding of professional purposes, policies, and procedures, for seeing that these are appraised in the light of their effects on service and that changes in policies and procedures are made with full consideration of professional knowledge and experience.

A violation of this would consist in failure to exert effort to secure consideration of professional knowledge and experience when changes are needed or are being contemplated.

4. The member of the AASW recognizes that his first allegiance is to the maintenance and improvement of standards for all essential social services and that this allegiance is incompatible with the encouragement of agency rivalries for funds or power or other pursuits of agency aggrandizement.

An example of this would be participation in the criticism of or attack upon other agencies for purposes of building up the prestige of one's own agency, extending its program, or increasing its caseload.

5. The member of the AASW gives support to the principle that all social agencies are responsible to the general public for observance of professional standards as indispensable safeguards of the public interest they exist to serve.

A violation of this would consist in efforts to combat professional scrutiny of an agency undertaken to determine whether its operation is at variance with minimum standards.

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## The Purposes of Individual Membership

### A Preliminary Statement from the National Membership Committee

#### Introduction

In its work on problems of membership policy and requirements the National Membership Committee has been made aware of the degree to which the Association, its chapters and individual members are hampered by vague or defective understanding of the purposes of the Association. The professional purpose and program are hard to interpret and grasp and this difficulty has contributed to an inability on the part of many members to relate themselves to the chapters and an inability on the part of chapters to engage potentially valuable members in active participation.

In a membership organization purposes have motivating power only as individual members are identified with them and embody them in all their operations. Though increases in the number of members and income from dues are desirable, unless these come from persons having conviction about Association purposes and interest in carrying out professional responsibilities through the Association, the Association will be more handicapped than helped. The existence in its membership of persons who are indifferent to its objectives exposes it to destructive criticism instead of promotion of its program and even to active opposition when professional activities seem to threaten the interests of those who disagree with the professional aim.

The National Membership Committee has given considerable attention for the last two years to the endorsement by chapters of candidates for membership and the problem of developing what is often an empty form into a process in which both chapters and candidates may take responsibility for a membership that is designed to represent to the public professional competence and integrity. The committee has considered the criteria of professional conduct which the Committee on Personnel Practices is drafting: undoubtedly these criteria will be useful to chapter membership committees in appraising the professional capacity of candidates for membership about whom there is some question. In this memorandum however the National Membership Committee is directing itself to

another broader, more positive concern, and is attempting to define some of the purposes the individual member needs to entertain in order to belong to the Association in any real sense.

The NMC believes that membership in the Association can be a disappointment and bewilderment to the new member when he has had no orientation to its objectives and possesses no guides to the principles for the realization of which the Association stands. The following statements are only a few of those the committee hopes to frame for the information of potential candidates and for use by chapters in recruiting. The committee is convinced that if members are equipped with a sense of professional purposes and responsibilities, they can more readily become participants in chapter and national program through their own individual representation of the Association's purpose wherever they may happen to be—at work on their jobs and in their agencies, in the local social work scene, and in other community relations and activities.

#### The Purposes of Individual Membership

1. The member of the AASW believes that a professional purpose involves him in responsibility for voluntary effort for professional self-improvement, for interchange of experience with his colleagues, and for contributing to the further development of the general body of knowledge and skill available for use in performance of social work services.

This statement implies:

- A. A sense of responsibility in the professional social worker for developing his own equipment, not merely to meet the requirements of employment, but to satisfy the professional obligation for a service whose quality always depends to a critical degree on the individual responsibility the practitioner takes for it.
- B. A realization by the professional social worker that what he learns should be not merely his own property or that of his agency, and that what any individual can learn through his individual experience needs to be supplemented and tested by interchange with his colleagues.

C. An awareness of limitations in present knowledge and skill that prevent full realization of the objectives of service and his interest in making services more useful to all clients whose adequacy and satisfaction in living may be at stake.

2. The member of the AASW believes that a professional purpose involves him in an obligation extending beyond his own particular agency and its clients for promoting public understanding and support of needed social services and of standards for those services.

This statement implies:

A. The ability and willingness of the professional social worker to recognize that the professional responsibility goes beyond satisfying his employer and serving the particular needs of particular clients and includes all clients and all social services.

B. The ability of the professional social worker to translate older concepts of the worker's obligation and loyalty to the agency (i.e. the agency as employer and the clients as customers) into newer concepts of the agency as one of many whose programs should be related to the needs for service and to the need for standards of service.

3. The member of the AASW believes that a professional purpose commits him in all relationships and circumstances to support and promotion of standards of competence as measures of the reliability of social work personnel and social work services.

This statement implies:

A. The conviction of the professional social worker that how a social service is performed is a decisive factor in its social utility, and that the efficiency of and justification for its present operation must be judged by this standard.

B. The ability and willingness of the professional social worker to place the stake of clients in standards for personnel and service before such personal considerations as the difficulty or inconvenience to himself and other social workers of meeting the requirements of standards.

4. The member of the AASW believes that he shares with his colleagues an accountability to the public for making known through agency and other organized channels accurate facts about the needs of clients, the adequacy of existing services to meet those needs and changes which may be required to improve the services.

This statement implies:

The professional social worker's sense of responsibility for working in his agency, the Association and, through other organized

channels, to make available from the specialized knowledge and experience of social work facts about unmet needs in order to establish greater public understanding and to influence the formation of public policy.

## FOR ECONOMY

One of the several economy measures by which the AASW will attempt to meet the present budget pinch, will be the reduction in the time allowed for the payment of dues owing to the organization.

Most of the members pay their dues in the first few months after they are owing. The Association has been lenient, however, in cases of neglect or indecision, and has allowed a period of nine months before applying the penalty provided in the by-laws for non-payment. Hereafter the period will be reduced to six months. As some chapters have asked that even a shorter time be allowed, consideration is being given to use, in the near future of the three months deadline provided in the by-laws.

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## Recruitment for AASW: The Whys and Hows

The following memorandum prepared at the request of the National Membership Committee is offered by the committee for use by chapters in critical review of their methods of recruiting for membership. The committee hopes that this statement will stimulate interest in improved and experimental ways of recruitment and so in developing the whole basis for an informal and participating membership.

### Reasons for Interest in Methods of Recruitment

#### Problems and Developments Affecting the Aims of Recruiting

There is reason to believe that methods of recruitment have been unduly influenced by the assumption that chapter and national organizations would be proportionately strengthened by obtaining more members and thereby a larger amount of membership dues. While increased numbers and increased resources from dues are undeniably to be desired, examination of the experience of chapters justifies a shift of emphasis from numbers to an emphasis on getting members of the kind the Association needs and of providing a better preparation for membership itself.

The problems which chapters have encountered in improving their operation and in enlisting more satisfactory participation from their members furnish clues to the aims which might guide a more effective recruiting. Chapters have been hampered in their efforts to establish a basis for participation by the inertia and inaccessibility of a considerable part of their membership. Chapters have found that lack of orientation to Association purpose and program on the part of young members has contributed to a difficulty in arousing and holding their interest. Chapters have likewise experienced obstacles to carrying through their plans because so many of their members are inadequately informed about the objectives and content of Association activities and the information necessary to responsible action cannot be provided on an emergency basis. Chapters interested in the development and expression of membership opinion run up against a baffling obstacle in the unstable, fluctuating relationship which many of their members have to the chapter's concerns: the result of this may be that important decisions in the chapter are seriously

affected by the random attendance at chapter meetings of members who are unacquainted with the issues under discussion or their significance.

The problem of membership participation must necessarily be related to the progress which has been made by the Association in formulating professional positions, defining principles and setting standards. This progress means that members cannot understand Association program and activities without background on what the Association specifically stands for and without knowledge of what it has been doing. Ignorance places both the chapter and its members under grave handicaps. The chapter's proper concerns are likely to be misunderstood and misinterpreted by its own members. Failure to grasp Association objectives and to accept them may produce dissatisfaction, confusion, and open opposition to what the Association has accomplished and is accomplishing through those members who are interested in promoting its purposes.

The intimate connection between Association progress and the need of preparation for membership has not been fully realized nor has the fact that rapid progress may make purely casual participation impossible and in and of itself create oppositions to developments in Association principles and standards from members who are otherwise indifferent and inactive.

### Purposes of Recruitment

The basis for selection of members is defined by the Association's membership requirements. No matter how these requirements may be set at any given time, the idea is to obtain members with the following qualifications:

1. A basic equipment of special knowledge, skill and experience which warrants a reasonable expectation that the possessor thereof can understand and share the Association's purposes and will be able to work for the advancement of these.
2. In addition to this equipment, the capacity and desire to use it in social work practice for professional (social and altruistic) purposes.
3. In addition to professional competence and integrity, a sense of professional obligation to do something both individually and as a member of the professional group in the interest of improving social work.

This third qualification rests on a desire to meet obligations beyond those of the professional employee and to create new resources for effective social work service.

Practical implications of this requirement are recognition that participation cannot be conferred in return for dues; that passive attendance at meetings is not a contribution; that the privilege of voting involves responsibility for knowing what the voting is about and how the vote will affect the purposes of the Association; and that the responsibilities of membership are not confined to activities in the AASW but include the use of professional principles and standards in the operations of the job.

### Problems of Method of Recruitment

Methods of recruitment need to be examined in order to eliminate any elements they may have of pressure or coercion:

The particular relationship desired between the Association and its membership is founded on the member's own voluntary interest and desire to work responsibly with his colleagues on problems hampering to the efficiency of social work and to service to clients.

The use of a sales appeal in recruiting may result in disturbing boomerangs:

The effort to "sell" the Association to potential members overlooks the necessity for their understanding and choosing to assume an active responsibility. The sales approach tends to give a false impression that a direct personal gain is involved and encourages an unfavorable relationship between the chapter and national organization and the member who expects to be a passive recipient of some concrete benefit. Another objection to this interpretation of the values of membership lies in the justification it may give to a feeling that ineligibles are being deprived of some material, practical advantage.

Recruiting should not be done in a general, indiscriminate fashion by persons who have not equipped themselves with accurate knowledge of the Association's purposes, the nature and content of its program, etc.:

The effectiveness of recruiting effort depends on its being directed as much as possible to an eligible or potentially eligible audience. There is a danger of creating misunderstanding and antagonism when recruiting is done among those who cannot meet the requirements for membership.

The appeal to an interest in status is questionable:

The AASW does not certify the individual competence of members nor does membership assure them any individual vocational security. Membership in the AASW indicates that the member has met the requirements for special education and experience which the professional group believes are the minimum basis for a general expectation of reliable performance. Association experience has demonstrated the inappropriateness of the practice of setting up AASW membership as a specific qualification for social work positions. This practice is at odds with the professional belief that qualifications should be set in accordance with the requirements for the

particular position and that these requirements should be stated in terms of special education and experience (see AASW Statement on Standards for Social Work Personnel).

It should be noted that the value currently attached to membership as proof of individual professional competence belies actual facts since employers judge a candidate for a position by his specific education, experience and record of achievement.

The chapters might clarify the purposes and values of membership by dissuading employers and personnel agencies from asking AASW membership as a specific requirement. On the other hand employers might properly be interested in an applicant's membership as one of several significant indications of professional interests and activities.

Direct stimulation and recruiting within the employing agency may confuse potential members as to their relationship both to the agency and to the AASW.

Membership in the AASW may appear to be a requirement of the employing agency none the less real because it is not formal; such impressions are detrimental to the establishment of a relationship to the AASW on the member's own volition and responsibility. The practice may also unintentionally encourage the idea that the member's purpose in the AASW is to promote and protect the interests of his particular agency and that he must represent these.

Involvements of the sort mentioned above should be distinguished from the application which is improperly motivated by the agency. In several recent instances membership committees have had reason to question chapter endorsement of an application from a candidate employed in a substandard agency because the candidate explained that the agency desired him to be a member so that the agency could assert that it has qualified persons on its staff.

The emphasis on fellowship as a reason for membership may have misleading and antagonizing implications:

Group association is the fundamental basis for operation of professional organizations but it is a means and not an end. It is essential for the interchange of experience, the pooling of opinion, and support of professional positions and standards. Its purpose is a working rather than a social one.

The emphasis on fellowship may blur the real purposes of working association. Another objection to it is the inference that selection of members is influenced by this consideration and that those who are excluded are excluded for personal or social reasons.

### New Considerations in Recruiting

#### Recruitment as Part of a Process

Recruitment may be viewed as part of a process divisible into three stages:

1. Making available to possible eligible members such information about the AASW as will enable them to grasp the purposes, functions

and program of the organization and then to determine whether they are able and anxious to become members: this is the recruiting stage of the process.

2. The admissions procedure which involves establishment of technical eligibility and of professional capacity.
3. Orientation for new members to national and chapter program, activities and structure.

### Immediate Aims in Recruitment

Profitable work might be done on an experimental basis to prepare materials useful for explanation of:

1. What the purposes and responsibilities of the Association are and the part in these to which members are individually committed;
2. What the Association seeks in new members and why;
3. What the AASW expects its members to know: positions and standards which the Association has stood for—essential points about these, their significance for improved service, their bearing on the conditions under which social workers practice.

This material might be considered a prelude to further material to be used at a later stage, in orientation for new members, on the functions of the national and the chapter, the major facts about them and their history, the way in which they are set up and operated.

### Possibilities for Study and Experimentation

Review of methods of recruiting should probably be considered in relation to possible developments in the procedure for membership admissions as well as in devices for orienting members after admission.

It has become clear that if members are to be properly related to the Association's central purpose in creating, maintaining and promoting standards, the procedure for admission to membership must be developed to provide more definite information about the professional positions and standards which members are pledging themselves to support. The National Membership Committee is giv-

ing attention to this as an essential part of the process of endorsement by the chapter which might require that evidence be presented by the candidate in addition to information about his technical qualifications of special education and experience. Material defining the responsibilities assumed by the entering member is in process of preparation and should be suggestive of content which might be used in recruiting as well as later in orientation of new members.

Collaborative efforts might be initiated between chapter committees responsible for recruiting and those responsible for orientation to work on plans for presenting at each of these two stages information about the purposes of the Association; the positions, principles and standards it has adopted; the direction and scope of its major program. Of use in this connection would be the following in THE COMPASS for June-July, 1940:

The AASW Platform on Public Social Services  
The Definition of Purpose and Membership Policy

The Statement of Agency Standards for Employment Conditions

The Statement on Standards for Social Work Personnel

In addition the following source materials are suggested:

1. The Professional Association: Function and Activities (reprint)
2. AASW Program 1940-41 (reprint)
3. The Statement about Standard Employment Practices in Social Work
4. The Requirements for Association Membership (leaflet)
5. General Objectives and Utility of an Educational Standard for Membership Selection (THE COMPASS, March 1940)
6. Social Problems and National Defense (THE COMPASS, December 1940)
7. Memorandum on the Functions of a Chapter (mimeographed)
8. Problems of Chapter Development (under MORE STAFF NOTES, THE COMPASS, October 1939)

## Report of the National Membership Committee

By Lucia B. Clow, Chairman

### Assignment

In addition to its general responsibility for advising on interpretations and rulings necessary for the guidance of the staff in administering the membership requirements, the National Membership Committee \* has continued to assist in planning and carrying out the program for study of the membership requirements and has also reviewed the Association's experience with the exceptional clause in the requirements and presented recommendations for action to be considered by the Delegate Conference. In the course of the year it has reconsidered several matters of administrative policy, one involving the conditions of guest membership for members of the Canadian Association, another the elimination of a special ruling applicable to Section 6, and another the termination of a special limitation on membership credit for work done in one year schools in the American Association of Schools of Social Work.

### Program of Membership Study

The 1940 Delegate Conference in a resolution on Association Purpose and Membership Policy settled certain confusions in the membership about the kind of organization they wished the AASW to be. The Delegate Conference decision re-affirmed the standard-creating, standard-setting purpose of the Association and made professional qualifications the primary consideration in the selection of membership. This action of the conference has set a single clear direction which has been of great assistance to the National Membership Committee and its subcommittees but though the action was unanimous at the conference, conflicting opinions still exist in the membership some of whom wish precedence given to numbers or representation by fields or retain their interest in purposes other than those adopted in 1939 when the by-law on purpose was revised.

The National Membership Committee has been obliged to accept slower progress in carrying through the program for study than it had hoped for: the reasons for this slackened pace appear to be the difficulty in getting full

membership interest in a highly technical subject matter; the very real complexity of the problems of professional purpose, of professional education, and of actual administration that are involved; and above all the fact that membership policy and requirements are problems special to the Association and not familiar to most members in their own operating experience.

### The Study of the Requirements in Relation to Public Welfare, Group Work, Community Organization, Probation and Parole

One approach to some of the troublesome issues about membership was defined last year by the National Board in instructions to the National Membership Committee to set up four localized subcommittees, each composed of members drawn respectively from the fields of public welfare, group work, community organization, and probation and parole. The assignment to these subcommittees required them to study and report back to the National Membership Committee on the suitability of the membership requirements as means for identifying and selecting the professionally competent persons in their fields. During the course of the year four subcommittees were set up, as follows:

Subcommittee on Public Welfare, Anita Faatz, Baltimore, Chairman; Subcommittee on Community Organization, Isabel Kennedy, Pittsburgh, Chairman; Subcommittee on Group Work, Margaret Williamson, New Jersey, Chairman; Subcommittee on Probation and Parole, Genevieve Gabower, Washington, D. C., Chairman.

The National Membership Committee suggested that the following questions be considered by each subcommittee as a preliminary basis for operation on its assignment:

Are there persons in the field who are technically ineligible under the present requirements but who possess a competence which should be professionally recognized by admission to the AASW?

For what reasons should these persons be in the AASW?

Can the problem presented by their exclusion be defined in terms of

1. the probable number of such persons in the field

2. their geographic distribution

\* The members of the committee are: Chester Bower, Geneva Feamon, Raymond Kerger, Ruth Lewis, Martha E. Phillips, Grace Powers, Lillian Proctor, Wilma Walker, Claudia Wannamaker.

3. the positions which they fill and the relation of these to the development of practice in the field
4. their influence on or relation to the development of personnel and educational standards in the field?

Are there conditions peculiar to the field as a whole which are responsible for the ineligibility of these persons under the present requirements?

If so, what are these conditions?

To what are these conditions attributable?

What seem to be constructive possibilities for changing these conditions?

How would admission of these persons into AASW affect the possibilities of changing the adverse conditions in the field? The attitude of those practicing in the field toward the conditions?

What contribution would the admission of these persons to AASW enable them and the AASW to make

1. to the professional development in their field, and

2. to the generic development of social work?

What education or experience distinguished these persons and what practical method can be devised to differentiate these persons from others in their field whose admission to the AASW is not recommended?

Of the knowledge and skill required for competence in the field, what parts are to be regarded as

1. necessary to the performance of its specialized functions
2. essential to the preparation for all social work practice
3. already available in the basic curriculum of professional schools of social work?

In admitting these persons into AASW, should safeguards be erected against

1. decreasing the incentive which personnel in the field might otherwise have for obtaining professional education?
2. encouraging continued use in the field of different kinds of education, one in non-social work schools, the other in professional schools of social work?
3. the setting of such job qualifications in the field as to discourage the employment of professionally educated personnel?

During the year the subcommittees have been working according to a plan involving the definition of (1) what the primary job in the field is, (2) what knowledge and skill are required to perform it, and (3) from what sources this equipment is acquired. The subcommittees are in different stages of this process but the NMC plans that these analyses of the jobs, their requirements, and qualifications for them be made available for discussion in the chapters next year and that proposals about the requirements on the basis of the analyses be presented for consideration and action at the 1942 Delegate Conference.

### The Problems of Endorsement for Membership

For several years the National Membership Committee has been directing study of the task involved in determining the capacity for professional performance and ethical eligibility of candidates for membership. This study is being made in the interest of finding out how the present statement in the by-laws which requires of members that their "ethical standards of performance and character" be "in conformity with those of this Association" may be revised so that a process of establishing professional fitness may be constructively carried out both by the applicant and the chapter on whom responsibility for decision rests.

Analysis of the issues involved in endorsement (see "Ethical Problem in Selection of Members," THE COMPASS, February-March, 1941) reveals the need of two kinds of evidence from the candidate in addition to that of technical qualifications of special education and experience. One is evidence of capacity to use special education and experience satisfactorily in the actual situations and responsibilities of practice. Another is evidence of professional integrity, i.e. that the applicant employs his knowledge and capacities for professional (social) ends and not for purposes detrimental to the interests of clients, the public welfare or the profession.

The National Membership Committee believes that a change in the present by-laws is desirable in order to relieve the Association of a necessity for proving that an individual candidate cannot meet professional standards of performance and in order to place the burden of producing evidence of professional capacity as well as evidence of technical qualifications upon the candidate. The committee is convinced, however, that a sound endorsement process has positive purposes and values for the candidate as well as for the Association and should embrace opportunity not only for the chapter to test the candidate's fitness but for the candidate to acquire an orientation to his own responsibilities as a professional person to the development of the profession; its services to the public, and the aims of the Association itself.

It is of course important that applicants unable to present satisfactory evidence of their ability or willingness to meet certain standards of performance and conduct not be admitted and in this connection the National Membership Committee welcomes the assignment which the National Board has made to the Personnel Practices Committee for a formulation of criteria of professional

conduct applicable both in the processes of admissions to membership and of inquiry in proceedings for expulsion. National and chapter membership committees have therefore a lively concern to assist in the formulation of criteria of professional conduct that will serve at once as guides to the individual and as the basis for group judgment on the individual. Considerable work needs to be done to discover how such criteria can be practically used in the admissions process. In many cases the evidence presented by the candidate will be conclusively positive so that the problem resolves itself into one of discovering a process that may be initiated in instances where positive evidence is lacking or a doubt is raised.

The evolution of a sound process of endorsement requires that study be given to such problems as: (1) the interpretation to sponsors of their responsibility, which would involve their being oriented to (2) the nature of the professional capacities and obligations on which information is sought, and (3) the means whereby the candidate and the chapter may jointly consider what the purposes of membership are and whether the candidate is able and willing to serve these purposes. The National Membership Committee plans to enlist the assistance of interested chapter membership committees in special study of these problems.

#### Questions About Professional Education

In addition to the bulletin printed in THE COMPASS under the title of "The Ethical Problem in Selection of Members," the NMC has invited consideration of the purposes and values of supervised field work and of lacks and defects in the quality and quantity of the supervised field work now available. The Association's field work requirement defines supervised field work as an essential process in professional education and in the preparation of the social worker for competent performance. Preliminary reports from the chapters have not yet been received from many of those who have studied this matter but responses to date indicate that some vital questions have been raised.

The committee hopes to devote more concentrated attention next year to questions about the role which professional education plays as a means whereby a basis for professional competence is established. There is apparently a need to identify more clearly the common elements of knowledge and skill essential to the equipment of all social workers and the relation of a general pro-

fessional organization's membership requirements to these rather than to the specialized skills required in the different "fields" and positions of practice.

#### Section 6

At a request of the National Board which was acting in response to a resolution of the 1940 Delegate Conference, the committee set up a special subcommittee in Milwaukee to review Association experience with this section. The committee, upon review of the special subcommittee's report, presented a report and recommendations which were adopted by the National Board for consideration and action by the 1941 Delegate Conference.

#### The Revised Procedure for Handling Applications for Membership

The committee considered a report on the satisfactory use by chapters of the revised procedure through which checking on technical qualifications of applicants for membership is done by the national office, thus eliminating a duplication that has occurred when chapter membership committees undertake this clerical job which in all cases has to be re-checked by the national membership administration. An inquiry has been made by the national of the chapters for information about their reactions to the change which was proposed by the National Membership Committee in order to free them of clerical burdens, give their membership committees more time to consider the problems of endorsement on the basis of professional capacity and ethical eligibility and release their energies for work on problems of membership policy and requirements. Some chapters have not availed themselves of the revised procedure. The committee considered the problem of delays incurred when chapters undertake the checking on technical eligibility and the tendency of members to lay the blame for these on the Association.

Returns received to date from the inquiry to chapters show that 58 wish to be included under the new plan. Twenty-four chapters have not yet responded to the inquiry. The committee is interested in the further interpretation to chapters of the advantages that have been found in use of the revised procedure and also of the responsibility which the chapter has for that part of the admissions process which calls for the chapter's endorsement of the professional capacity of candidates.

### The Purposes of Individual Membership

The committee has given considerable attention to ways and means whereby candidates and new members may be better oriented to and prepared for the opportunities and responsibilities of membership and has begun to formulate a statement of the purposes of individual membership for use in general interpretation of the Association to potential members and in the admissions process. A preliminary statement has been submitted to the delegates of the 1941 conference.

### The Purposes and Methods of Recruiting

The committee believes that methods of recruitment have been unduly influenced by the assumption that chapter and national organizations would be proportionately strengthened by obtaining more members and thereby a larger amount of membership dues. While increased numbers and increased resources from dues are undeniably to be desired, examination of the experience of chapters justifies a shift of emphasis from numbers to an emphasis on getting members of the kind the Association needs and of providing a better preparation for membership itself.

The problem of membership participation must necessarily be related to the progress which has been made by the Association in formulating professional positions, defining principles and setting standards. This prog-

ress means that members cannot understand Association program and activities without background on what the Association specifically stands for and without knowledge of what it has been doing. Ignorance places both the chapter and its members under grave handicaps. The chapter's proper concerns are likely to be misunderstood and misinterpreted by its own members. Failure to grasp Association objectives and to accept them may produce dissatisfaction, confusion, and open opposition to what the Association has accomplished and is accomplishing through those members who are interested in promoting its purposes.

The committee has approved a memorandum for use in chapters during the coming year. The aim of this memorandum, "Recruitment for AASW: The Whys and Hows" (see page 7), is to stimulate interest in:

1. the purposes which should dominate efforts to recruit
2. review of present methods of recruitment and further evaluations of them
3. experimentation in recruitment and in the preparation for membership.

The committee is of the opinion that improved preparation for membership will be conducive to a deeper, broader participation by members and the strengthening of the chapters and national organization.

## Report for the Committee on Chapters

By Mrs. Glenna B. Johnson, Chairman

To the Committee on Chapters \* is assigned the task of trying to help the chapters with their part in the professional enterprise, to identify the obstacles to effective functioning which chapters face and to seek ways of overcoming them. That is not a simple task in an organization like the AASW where there are many different kinds of chapters of many different sizes, where members often do not understand the reasons for belonging or why they must be members of a chapter as well as of the national Association, where the whole concept of the professional association is often abstract and elusive and where, moreover, the whole enterprise is on a volunteer basis and cannot require services except as these are offered spontaneously by the membership on the basis of interest, willingness and ability to contribute it.

The work of the Committee on Chapters this year has centered in subjects and problems which have emerged from a continuation of this committee's work in former years, from special assignments to the committee by the National Board, and for special problems which the committee encountered in the course of its discussions. The committee is reporting on those to which chief attention has been given during the year.

### Problems in Chapters

The committee's efforts to set down standards for chapters which would be reasonable, realistic and administrable as well as useful in improving chapter functioning, brought into sharp focus not only differences in kind and size of chapters and their resources, but also the many serious and interfering difficulties which are encountered in chapter administration and program development. Although the idea of the chapter as the fundamental working unit for professional participation of the membership is now well established and generally recognized in the Association it is also clear that much remains to be done to exploit fully the potentialities chapters have. Progress, to be sound and effective, must be geared to the needs of each individual chapter whether it has twenty members and covers an entire state or is a

group of 1,000 members within the boundaries of one county.

A number of the problems which chapters have are matters of organization and administration which can be solved as evidence is available about plans and methods of administration which are successful. Pursuit of answers to these organizational difficulties, however, leads inevitably to the basic problem of inadequate understanding of the Association; what obligations and opportunities membership in it imposes; how the chapter, as a distinctive unit representative of professional opinion in a community, can most effectively relate itself to the carrying out of these obligations and opportunities both within its particular community setting and also as an essential factor in the national Association.

Additional complications result from the many different ways and forms in which these problems arise because of variations among the chapters. These variations may be in degree of professional understanding and of acceptance of professional responsibility, or may be differences in size or geographic area. The heavy demands made on chapters by the present depth and scope of social work are also an involvement because they bring a constant pressure of immediate needs which easily drains off chapter energies and resources from consideration of long-time planning or from re-examination of direction.

There are marked variations as to size and jurisdiction among the '86 chapters in the Association. They range from eight members to over eleven hundred members; there are differing territories which they now cover—whole states, counties, more than one county, etc. Other marked variations may be found in examination of the ways in which chapters are relating themselves to the Association as a whole. The committee has been interested in some of the measureable facts about chapters which it has been possible to obtain from Association records—and has had access to a compilation of data about Delegate Conference representation, material on chapter activities which has been submitted to the national office, chapter responses to special inquiries from the national Association, chapter participation in the nominations procedure, etc. These facts do not in

\* The members of the committee are: E. Marguerite Gane, Vice-Chairman; Alden Bevier; Frances Desmond; William T. Kirk; Mrs. Ruth N. McCann; Robert Myers; Howard Studd; Stanley W. Tenny; Cecile Whalen; Mrs. Judith Wyllie; Ruth Zurfluh.

and of themselves, of course, measure the degree of activity or effective functioning, but they do show clearly the many differences which, in the committee's opinion, need to be taken into account in planning Association program, activities, and use of its resources.

Still another factor to be reckoned with is the resources chapters have at their command—both personnel and revenue and the differing degrees of recognition of need for increasing such resources. Last year, chapter revenues from dues ranged from \$10.50 to \$5,897. Size alone is not the determinant, for 20 chapters have already taken steps to provide themselves with additional resources through increased membership dues. The total revenue of chapters in the Association increased some 56% in the four years 1936-1939.

Within this framework of basic similarity in purpose and great difference in resources, territory, size, and current functioning, there is known to be a tremendous amount of professional activity going on in the chapters which is reflected in developments in social work services which have taken place throughout the country. There is reason to believe, therefore, that the problems the committee is describing here are positive signs of a developing profession—signs of great need for improving our resources and the functioning of our group enterprise—healthy symptoms of ferment and growth which the Committee on Chapters has been tackling head on.

#### Typical Difficulties

Because they are positive symptoms of our efforts to improve, the committee would like to review briefly the way these problems look to it at the present time. These are the difficulties which appear to crop up—in different forms and at different times—in most of the chapters:

Problems in membership participation as reflected in fractional attendance at meetings, indifference to committee work, lack of participation in meetings, active criticism of chapter meetings and programs—and also of the national program—put a heavy burden of responsibility on chapter officers. The problem of helping new members understand and be aware of the Association's objectives and functions is found to be one of need for education of all members. Troublesome too is working out ways of utilizing members, developing leadership in the chapter, and making meaningful opportunities for participation available to all who wish them.

Problems in taking professional action: Questions arising in chapters about how, as well as on what, it is appropriate to act, slow up or prevent timely and effective activities. Ques-

tions of mechanics and organization seem at times to get in the way, and uncertainties as to function and policy seem to retard action. Relations with other agencies and groups, with officials and the public, show evidences of the effect of these uncertainties as to policies, affiliations, methods of taking joint action, etc.

**Difficulties in administering the chapter:** A wide range of administrative problems appear in chapter material, which seem to relate to such factors as the need for defining the responsibility and qualifications for chapter officers, for establishing a clear relationship of the chapter Executive Committee to the chapter and to other committees, ways of keeping adequate records, making full use of chapter materials and keeping the membership informed currently about chapter activities, and methods of managing chapter finances. Special administrative and program problems arise from frequent turnover in administration.

**Questions about program development and planning:** Definition of the chapter's program; seeing particular activities in relation to the AASW kind of organization, and tying up program with interests of members, are all intricate problems of administration. Lack of time, resources and of continuity in chapter administration appear to add to these difficulties of chapter officers.

**Working out chapter committee organization and assignments:** Lack of sufficient systematic planning of committees appears from evidence that committees are held up, overlap or duplicate each other, do not know what is expected of them, are uncertain as to their purpose.

**Selection of personnel for committees:** Evidence indicates that chapters have difficulties in straightening out the relations between definite jobs expected of committees and the selection of personnel to man them. Factors of representation and membership participation appear to be missapplied and impede development of principles for committee service.

**Chapter-national relationships:** Gaps in methods of reporting at both the national and the chapter ends and the need to work out better ways of getting material into circulation constitute serious impediments to keeping a close relationship between chapters and the Association. Limitations in the quantity and type of services which can be provided to the chapters are also obstacles to an active relationship.

**Relations with the Delegate Conference:** Uncertainty about time, program and serious problems of preparation and participation by the chapters in the Delegate Conference point to the need for further study and definition. Efforts by the staff and national committees uncover different interpretations by chapters, which, with differences in size, program and resources create issues about understanding and representation, which need to be cleared up. There are also difficult problems of making full use of the conference process within the chapter in developing its own program.

**Concern about relations of chapters with members in non-chapter territory and how a chapter may be of help to members who are without chapter affiliation and the contact this provides with professional colleagues.**

Chapters have difficulties also in working with non-eligible social workers in the community.

Lack of clear understanding of the particular role of the AASW and the reasons for its selective membership base appear to increase these difficulties.

### Major Activities of the Committee This Year

The Committee on Chapters has examined many of these problems in considerable detail. In trying to uncover experiences which would help in the solution of these problems the committee has looked also at the range of sizes and types of chapters, has identified certain basic needs common to all chapters as well as the many individual needs reflected by more thorough knowledge of each chapter situation and its differences from other chapters. The committee has attempted this year to work toward further clarification of the whole base for chapter functioning as well as to make progress on solutions which can be applied appropriately and effectively in the many different chapter situations in the Association at the present time.

### Criteria for Chapters

For several years the Committee on Chapters has been working toward the formulation of standards for chapters. Through the gradual identification of possible standards which has come from analysis of accumulating experience over the years, and because the National Board requested special emphasis on this assignment, the committee this year has attempted to set down suggested criteria for admitting new chapters and for determining continuation of chapter status and an outline of the steps to be taken in obtaining chapter status.

The National Board could not give detailed consideration to the suggested standards which the committee has formulated but has authorized the committee to promote such informal discussion among chapters as it believes desirable prior to later formal action by the Board. The committee arranged an open committee meeting with chapter chairmen and their representatives during the National Conference of Social Work and sent to chapter chairmen the detailed statement which was developed for discussion at this meeting.

In its discussion the committee has stressed the need, during the development and promulgation of these criteria, for a clear understanding throughout the Association as to the purpose for establishing and applying criteria for chapter organization. The committee considered the purpose to be the furnishing of assistance in the development of more effectively functioning chapter units of

the membership as a means for the improvement of the Association's facilities for carrying out its work. The responsibilities carried by a chapter are serious and important ones; chapters are the setting for professional activities and forces for improvement of social work in their communities. They are the means by which the individual member is able to make use of his membership professionally and must therefore be functioning properly and adequately if to provide a full opportunity for such participation. Moreover, the Association needs active, effective groups of members meeting for professional purposes as the source of its program content, direction and policy development. Such groups are essential to the work of the National Board and national committees and to the deliberations of the Delegate Conference. There is, then, a continuous demand on these parts of the Association as well as upon the individual member to make chapters more productive and more effective.

In developing these criteria the committee has felt that it was important to note also that the development of standards for chapters involves the various factors relating to the development and use of any kind of a standard: development of an understanding of the reasons for the standard, definition of what the standard is to be, formulation of methods for administering it, continuous attention to how it applies, where it needs to be changed, where it is misunderstood and misinterpreted, etc. The committee has considerable conviction that the Association has now grown to a point where it is possible and desirable to define certain minima for chapter organization and for chapter operation and that the promulgation of these standards will do much to improve the Association's facilities.

### Suggestions About Chapter Administration

Considerable headway has been made this year in defining some general principles about chapter administration which are emerging as successful administrative devices are revealed and accumulated. These principles are supplementary to the standards for chapter organizations and are suggestive rather than required. The committee has believed that many of the problems it notes here stem from imperfections in the understanding of the nature of the job of administering a chapter and hopes therefore that some progress can be made on this understanding through consideration of these principles in the chapters.

The development of such a statement as

this is an evolutionary process which never ends, but as these principles are formulated it is hoped that they may be included in the Handbook for Chapter Chairmen as possible aids to incoming officers and others responsible for the chapter's affairs.

### Purposes and Uses of Field Service in the Association

The committee was asked by the National Board to give particular attention to the development of an outline for chapters to use in evaluating field visits. Preliminary discussion of the general purposes of field service both for the chapters and for the Association resulted in the following definitions of general purposes:

#### For chapters:

1. Secure from the staff the composite of experiences of the staff, Board and other chapters which will relate to the specific problems that the chapter is encountering.
2. Obtain assistance on the development within the chapter of the concept of the total national Association and its program and the chapter's part in this, particularly as the chapter has an opportunity and a means of contributing to this through the field visit.
3. Derive assistance from the particular experience of the various staff members on specific program issues with which the chapter and its committees are dealing.
4. Have an opportunity for a personalized contact with the national Association.

#### For the Association:

1. To see in what ways, in brief contact, the experience of the staff with Association problems and programs can simplify for the chapter, any of its officers, committees or members the problems which they have with making it active and successful in its functions.
2. To get from the visit and the contacts available a better sense, direct from the source, of the basic issues involved in the professional program, and the meaning of these issues to members.
3. Help on particular immediate program issues.
4. Personalize for the Association the individual members and the issues and local situations about which the staff is concerned and with which it deals otherwise by bulletins, COMPASS, correspondence, etc.

The committee considered in a preliminary way also some of the questions and problems involved for chapters in preparing for field visits, decisions as to use of staff time, etc. With more study of this question some general suggestions about ways of planning and preparing for visits may be formulated and circulated for chapter consideration.

A suggested outline for evaluating chapter

visits has been drawn up and is now in use experimentally. This should be a means of compiling additional data which will be helpful in defining further the purposes and uses of field work and in assisting chapters to prepare and plan for visits.

### Values and Uses of Criteria for Professional Conduct

The committee was interested in the work the Committee on Personnel Practices and the National Membership Committee have undertaken recently, at the request of the Board, to develop a suggested statement of criteria of professional conduct. The working materials of these committees were discussed by the Committee on Chapters in terms of values and uses such a statement would have in dealing with problems of chapter administration and program.

Some of the ways in which the committee believes a statement of criteria of professional conduct will be helpful have to do with:

Clarifying the basis for the chapter's interests and concerns as distinguished from those which are determined by the nature or status of members' jobs and agency affiliations. This should help considerably with problems and obstacles chapters now encounter in taking professional action, and assuming full responsibility for critical professional issues which arise in the community, etc.

Clarifying and enhancing the base for membership participation through definition of the kind and character of professional opportunities which the Association and the chapter provides; through preparation of members for making use of these opportunities in advance of their membership in the Association.

Providing a stimulus to chapters to organize and to plan their programs in such a way as to offer more effective means for members to make full use of the professional opportunities available in the Association. Participation then is expected and anticipated and chapter chairmen and committee chairmen are freed from the necessity of appearing to be asking personal favors when requesting service from a member.

Decreasing the drag upon chapter development and expansion which now is embodied in those members who join for certification purposes only.

Providing a base for a better relationship between the chapter and non-members through better understanding of the nature of membership in terms of obligations it imposes rather than concrete benefits which are denied the non-member.

Creating a better understanding on the part of social work agencies as to the purposes and meaning of participation in Association affairs as a basis for releasing members for such activity as well as understanding the nature of their participation distinct from their agency connections.

The committee has recommended to the National Membership Committee that it give consideration to requiring each membership candidate to sign a written statement agreeing to:

1. Assume responsibility for knowing and understanding the purposes, principles and standards of the Association.
2. Promote these purposes, principles and standards, as a member of the professional group.
3. Participate in the program of the chapter of which he is a member.

The committee recognized that the Association and its chapters comprise only one of the professional relationships a member has and believes some further study is needed of professional responsibilities and obligations in other relationships, as these relate to the chapter's function and place in the community as well as to the whole development of the profession of social work.

#### Recommendations for Future Work of the Committee

The committee has identified the following subjects and activities on which it believes

first attention might be focused profitably during the coming year:

Promulgation of the statements on criteria for chapters and suggestions on chapter administration

Study and definition of issues and problems involved in chapter program planning, and chapter-national relationships in program development

Purposes and methods of membership participation, means for orienting members to Association purposes and program, plans for effective and economical use of chapter personnel, etc.

Further analysis of factors in administration of a chapter, including study of present chapter organization and operation as these relate to the recommended criteria, to identify similarities and differences in kinds of chapters and their administrative needs.

In addition there will be need for continuous work on some of the subjects studied this year, such as values and uses of field service, professional action, chapter relationships with non-members, regional conferences, purposes and forms for state-wide inter-chapter organization, etc.

#### CIVIL SERVICE ANNOUNCEMENT

As THE COMPASS went to press, the following announcement was received from the Indiana State Personnel Division, announcing a nationwide unassembled examination for Child Welfare Consultant and Child Welfare Worker. Indiana state residence requirements have been waived. Closing date for filing applications is September 8, 1941.

Minimum qualifications include successful completion of one year of training at an accredited school of social work, with varying amounts of experience. Tentative salary ranges of \$200-\$245 per month for Child Welfare Consultant and \$150-\$195 per month for Child Welfare Worker are announced.

Application forms may be secured from the State Personnel Division, 141 South Meridian, Indianapolis, Indiana.

# Report of the Committee on Government and Social Work

## As Presented to the Delegate Conference

By Donald S. Howard, Chairman

THE Committee on Government and Social Work comes to the Delegate Conference with a deepened sense of what the Association can do in this field. We realize also that what we have been able to do has, as yet, only scratched the surface. We wish first to emphasize, however, our opportunities to act as your spokesman. The committee has been able to speak for the membership to official agencies, committees of Congress, and national organizations with allied interests. Where persons in official positions have not been free to speak or act, the Association has been able to take a position on your behalf and sometimes on theirs.

Next we wish to report that things are not as bad as they could be. We have plenty of friends in court, many people in leadership positions in federal agencies that talk our language, that understand the things we are after, that help us to get them, people through whom we can work. It is not like fighting against an immovable wall, where all the forces are against us. It is, indeed, an encouraging experience to see the line give at some points once in a while, as we reach one objective and then another.

We have first-hand information that more than 1,200,000 people are presumably eligible for and in need of WPA jobs for whom there are not and will not be jobs in this coming fiscal year. True, the relief load has gone down; true, demands for relief are decreasing, particularly in areas where defense activity is especially noted. However, much to the regret of many of our chapters, even in those areas where loads are going down, there does not appear to be anything like a commensurate increase in standards for those fewer people that remain. One chapter, for instance, in the trend study this year, reported that their budgets were now only at about 40 or 60 per cent of what they themselves figure as a minimum.

The Committee on Government and Social Work has been centered this year in Washington, with four members from Washington, one from Baltimore, one from Philadelphia, one from Annapolis, one from Atlanta, and formerly one from Richmond who recently resigned.

### The Committee's assignment

The assignment for 1940-41 was:

To advise the staff on projects undertaken in carrying out the objectives of the AASW in the area of Government and Social Work and to submit, for appropriate action by the Association, formulations of Association position on these matters. These objectives are:

To develop further effectiveness of the AASW in relation to federal social work legislation and administration.

To develop the Association's effectiveness in assistance to chapters in dealing with state and local programs and also in relation to federal programs.

To develop methods of cooperation with other agencies with parallel interests in legislation, research, promotion, etc.

To develop a professional consensus, in so far as possible, on major questions of public social policy and the way in which this policy is being administered. This would include examination of developing federal and state policy in the areas of the various social insurances, assistance, pensions, work, health, etc., and formulation of principles of appropriate relationships between them.

For the coming year the committee is urged to give primary emphasis to

- (1) the promulgation—in cooperation with other organizations and agencies—of principles and standards already agreed upon by the Association;
- (2) the development of a more integrated working relationship between chapters and the committee;
- (3) social welfare problems arising in connection with the national defense program;
- (4) the isolation and definition of problems that should be considered by the AASW and acted upon at the next Delegate Conference;
- (5) continued leadership facilitating the Association's discussion of the merits of a federally-financed and federally-administered program of work or relief for the unemployed.

I shall report upon these five charges in order.

### Platform on Public Social Services

The first responsibility that this committee has is to make suggestions to this conference about what we have called our Platform on the Public Social Services. This platform, from year to year, has been presented to the delegates (*see April COMPASS for a draft of that platform with suggested changes*).

You will see that the number of revisions suggested are relatively few. This platform

has occasioned a great amount of comment throughout the Association. There are some members who declare that it is highly useful. At the opposite extreme are those who feel that it is so vague and general that it is useless. At one time we struggled with a less general platform. It was through hard experience that we came to these broad statements of policy. As you remember, we used to write in specific objectives, particular bills which the Association was going to promote. Then, the first thing we knew, one of those bills would be passed or would be utterly defeated or amended, or some better bill would be introduced, and then the whole platform, "eternal" principles and all, would be outmoded. Therefore, having been embarrassed so many times by the fact that our statement would become outdated quickly, the committee drew up, more than a year ago, and the Delegate Conference approved, this broader statement of principles on which the Association stands, leaving it for the continuing committee and the chapters to act on more immediate objectives coming within this broad statement of principle.

We are not satisfied with the use to which this platform has been put. One notable exception to this generalization has been provided by the chapters in California which drew up a program for their state. One chapter inaugurated the plan and other chapters approved it. Thus members adapted the general principles upon which the Association was agreed to the needs of California. One chapter is now at work adapting it to the local situation, to provide a framework within which the local chapter may operate. Much more needs to be done to translate these ideas into practical activity at national, state and local levels. The committee considers this a continuing responsibility for itself, the staff and the chapters.

#### Immediate objectives

A second charge to the committee has been to promote not only principles but also the objectives upon which we have agreed. This throws into highlight the two kinds of action needed in the Delegate Conference. We have the statement of principles upon which the Delegate Conference votes. Then we have, within these principles, objectives—tasks which the committee and the Board undertake to promote. On these we hope to secure a consensus of opinion in the Conference for our guidance.

The degree to which we realize our objec-

tives is very difficult to measure. When you work with groups and individuals, you hardly know who starts a particular idea. It is difficult and perhaps undesirable to trace the influence of the Association. We do, however, have the word of officials in the federal, state and local agencies that the Association has proved tremendously useful in promoting and advancing standards in the public services.

One of these particular contributions was mentioned by a high federal official in connection with the registration of aliens. He said that the contribution of the Association had been an outstanding one because it had helped to provide substantial guidance for the Department of Justice in making this a social enterprise. I want to assure you that hours and days of committee and staff time go into this business of providing help on administrative problems and policies.

The committee has believed that this is the point at which the Association may best invest its resources. Obviously, there are other possible choices. One alternative would be not to try to get in on the ground floor when policies were being discussed or plans being laid, but to wait until bills came out of the hopper in Congress, and then to try to keep track of those bills, try to inform the chapters what bills are good and what bills are bad, what bills were coming up and what bills going down, what bills had a chance to pass and what bills had none.

It is conceivable that the committee could give greater emphasis to legislation and pending measures in Congress. The committee, however, has turned its back upon this choice because we do not have the necessary resources. It would take at least the full time of one individual to keep track of measures and inform the chapters about them. It would be very costly. Changes come rapidly. You are for Bill 500 and then Bill 500 is so amended that you would not want to have anything to do with it. Then you have the problem of overtaking your support; otherwise you are still backing a bad bill. The rapid changes, the immensity of the task, the complexity of it, have led the committee to stay out of this general aspect of legislative action.

We have focused, rather upon the policy of working with responsible people and agencies, talking about plans, trying to get proposals either drafted right in the first place or properly amended, and using our influence in responsible testimony on the relatively few bills that we think would pay the biggest dividends to the Association.

We select carefully possible committees before whom we might appear in hearings. We have negotiated with various groups—the Federal Security Agency, the WPA, the Tolan Committee, the U. S. Census, Civil Service Commission and others—trying to get over some interpretation, some point of view, which we think otherwise might not be expressed.

#### The development of chapter relationships to public social work programs

The second area in which we have tried to carry out suggested emphases has been in the development of chapter relationships to government and social work programs. We have done that in a variety of ways, through field staff, for which the committee does not take any credit, through bulletins and COMPASS articles and correspondence. One of the important things that we have tried to do has been to help chapters to sharpen the idea that their role is different from the role of councils of social agencies or other groups. It is here that we would like to see the chapters make the platform real in terms of their community needs. One of our committee members tonight at dinner was saying that members of her chapter had little realization about the kind of things that could be done until Miss Kahn, on a field visit, mentioned some of the things that lay right at their hands and needed doing, but had not been appreciated by the chapter previously.

We have sent out bulletins about Alien Registration, the Selective Service Administration, etc., telling where it was that social workers could participate, trying to make clear the things which chapters could do in their own communities.

#### Activities in relation to national defense

The third of our emphases has been in connection with the defense program. There have been about eight points here which we have stressed. These include the objectives noted in the May COMPASS:

- (1) Use and strengthening of existing services in preference to creation of new emergency ones.
- (2) Use of social work skills in services to draft boards, in the armed forces, and in defense communities.
- (3) Use of insurance provisions for protection of men in the armed forces and in defense services.
- (4) Provision of adequate housing facilities designed to prevent later slums.

- (5) Provision of adequate allowances to families of men in service.
- (6) Medical care for men rejected on grounds of physical defect.
- (7) Training facilities for defense needs and for post defense occupations.
- (8) Federal funds and administration for recreation and other needed special services and the application of federal standards to voluntary defense efforts.

We have had some measure of success in incorporating our ideas into federal policy in the recognition that social services do constitute an important link in the "inner line" of defense. We have also emphasized the need for using existing facilities in meeting increased social needs, rather than setting up new and untried agencies. We have stood on the principle that we should use the facilities which we have, and turn to new agencies only as the existing agencies prove that they cannot be adapted for our use.

We have stood four-square on the responsibility of the federal government to help meet needs especially when those needs are created by the national defense program. We are glad for any supplemental assistance or services that any private groups may provide, and yet, it seems to us that the fundamental, basic necessity is for *public programs* to meet these increased recreational, housing and health and other welfare needs.

We want federal leadership. We want federal funds as necessary. We do not want public subsidies to private agencies. There was a good old FERA regulation that had something in it that we can still stand for, and that is that public funds should be administered by public agencies.

If any private groups solicit funds to render any supplemental services to augment the public services needed in these fields, certainly their statements of need ought to be made in such a way as also to emphasize the importance of the public responsibility and not through possible implications to throw any doubt upon the need for that public responsibility. As private agencies may be drawn into cooperation in the meeting of these needs, it is also important for those private agencies to observe standards that can be approved by government.

We have been pretty much alone in stating some of these principles, and yet they have seemed to us fundamental. Here in 1942 we may stand where we stood in 1931 with respect to government responsibility. In 1931 we stood on the brim of an unclaimed area of public relief. Today perhaps we stand on the border of a new field of public responsi-

bility in the fields of recreation, housing and health. We may see as rapid expansion of public services in those fields in the next ten years as we have seen in the relief and assistance fields in the last ten years.

We have also stood for using, as necessary, social work personnel to meet social work problems. A number of chapters have been interested in trying to get social workers attached to the staffs of local selective service administrations. We are also trying to get social work personnel in the National Selective Service Administration.

A joint subcommittee has been working on the problems of social workers called in the draft, a problem which cuts across the work of two committees: Government and Social Work, and Personnel Practices. This joint committee has prepared a report which I pass on to you in very tentative form because it has not yet been acted upon by either parent committee. But since so many agencies and so many social workers have kept asking for the Association's recommendations on various questions, we throw this out for such immediate use as may be made of it. After it has been acted upon by the two committees it will be made available in more permanent form for the use of agencies and individuals.

The subcommittee has suggested a basis upon which deferments may be made. Its recommendation is that social workers should not seek blanket deferments. "We recognize," says the committee, "that there will be an increasing drain of social workers from normal social welfare programs to assist in the expansion of related services, and to direct services developing out of defense activities. Certain individuals, by virtue of training and experience, will be needed to maintain essential existing services. Requests for deferment in these cases may be justified. We believe that social agencies, in recognizing the general problem of shortage, should not claim deferment for staff members except as such claims can be specifically supported by facts concerning the difficulty of replacing a particular worker for a particular job."

With respect to deferment of students in schools of social work, the committee feels that it is justified in asking for deferment until these students can complete their courses because of the importance, even to the defense program, of professionally qualified and fully trained people.

With respect to employed social workers who go away and who may want reinstatement, the committee recommends that provisions in the law be understood to extend

over the entire period of service in training and not limited to one year; also, that at the beginning of the period of military service, the agency should pay to the employee an amount equivalent to any vacation earned but not taken; third, any group insurance, or any annuity policies, should be maintained by the agency and during the employee's absence no contribution shall be required; fourth, military service shall not be considered a break in the continuous service and the privileges to the reinstated employee. There should be no distinction between voluntary and compulsory military service.

Finally there is a recommendation with respect to some agencies' reluctance to employ workers of draft age.

#### New problems

Another responsibility given to this committee was the isolation or definition of new problems for Association consideration. The committee has worked this year, as we said last year we were going to work, on two problems in particular, one of them being the question of relief as a right. We believe that there are many false distinctions drawn between relief and insurance, the implication being that because a man contributes something to the insurance, he has a right to it, which he does not have to assistance. We feel that there is some rethinking needed in that area, and have attempted to start some. We expect soon to give some leadership to further Association discussion on these two problems of relief as a right and this whole matter of pensions as opposed to assistance and contributory insurance. We had hoped to throw these issues into the Delegate Conference, but we and the Board felt that it would be premature and in view of the very heavy agenda they are not now before you.

#### Annual study of trends in the public social services

The trends study is again available to you this year.\* It has not shown some of the glaring deficiencies which trend studies in other years have shown; yet, we do know that the relief standards still are deplorably low and relief non-existent in many areas. Our chapters are gravely concerned over needs re-emphasized by selective service. We are told that 280,000 of the first million men

\* Summary of Chapter Returns on Trends in Public Social Services, presented to Delegate Conference May 30, 1941, Price 15¢ a copy.

examined were found to have physical disabilities which rendered them ineligible for service, and another 120,000, making a total of 400,000 out of a million, had disabilities which led to their rejection or deferment. That certainly is a challenge to social work. It certainly is not a result of luxurious relief grants. If there had been adequate relief for the last ten years, at least some of these deficiencies could have been avoided.

Another cause of great concern is the number of physical disabilities which are found among workers examined for referral to defense training courses. We find that 15 per cent in some instances have been turned down as ineligible for defense training courses because they failed to pass examinations equivalent to examinations given by private employers, who would probably employ them later.

#### The National Roster

Among the various things which the Association has attempted to support this year has been the National Roster. Last summer, the Committee on Government and Social Work saw that there was going to be a need to know something about who social workers were, where they were, and what they could do, so that as new needs arose somebody would know where people could lay their hands on good social workers for any given kind of work.

We started to see what might be done in that area, and finally concluded that we could perhaps make our best contribution by securing the inclusion of social workers in the National Roster of Scientific and Specialized Personnel. Therefore, the Association undertook to enlist the cooperation of other professional associations. As you may know, the Roster is a cooperative venture under the auspices of the National Resources Planning Board and the Civil Service Commission. I am told that the Civil Service Commission has already said that if they had had the information which we will be getting through the Roster, they could have used it four times in the last few weeks.

An inquiry will shortly be directed to social workers, as it has been to other professional groups, such as engineers, psychologists, sociologists, etc. You will probably get your questionnaire about the fifteenth of July. In view of the great importance of assembling information about social workers, where they are distributed, what they are doing, what their background has been, the committee

urges the delegates, and through them, the chapters, to cooperate in the prompt return of these questionnaires.

The data to be collected through the National Roster are to be tabulated in a variety of ways, so that for the first time, we will know something about the make-up of the group of social workers in the United States. I hope you will appreciate the committee's efforts when I tell you that we rescued you from a subdivision under Sociology.

#### Action on the 1940 Delegate Conference proposal on work and relief

The final charge given to us was more than a charge—it was a mandate. At the Delegate Conference last year the delegation from Chicago offered a proposal that the Association support the idea of a federally operated, federally financed program of work and/or assistance for the unemployed, the federal responsibility to extend from top to bottom. The mandate was not to the committee but to the National Board. The Board was ordered to canvass the chapters and to take a position. The Board immediately turned that job over to the Committee on Government and Social Work. Obviously we had a couple of choices open to us. One of them was to send out a blanket query to chapters: "Are you for or against this proposal?" We felt that returns on that kind of query would not be very useful because perhaps people would not bring to that decision all of the experience and information which the chapters or the members had, to support whatever decision the poll might indicate.

Therefore, rather than take the easy road, we took a somewhat harder one, but in the long run a much more helpful one. We sent out a statement of the issues involved, a rather elaborate schedule of questions, and asked for experience that chapters had as to why a certain specific policy might be superior to another policy.

In the May COMPASS you saw a preliminary report of the returns from these chapters, on the basis of which the Board took action at its meeting in March. Subsequent to the time the COMPASS summary was published, we have received returns from additional chapters bringing the total number of chapters from which we have heard to date to 48, out of 86. We consider this a very representative and a very heartening response. The final tabulation gives a total of 8½—one chapter divided its vote, so that you have a half in

one region and a half in another—which voted ultimately to support the Chicago proposal and 2½ voted not to support it. The 2½ did not agree on any alternative proposal, but they agreed that they did not agree to the so-called Chicago proposal. Three chapters were unable to come to a decision, 13 chapters replied but chose not to act on the problem.

In view of those findings, the committee recommended to the Board, and the Board approved the recommendation reported in the May COMPASS, that in the light of the returns from chapters the Association could not go on record as supporting a program of work or relief to be administered and financed by the federal government through one agency but must rather take some stand which the chapter returns would justify. That stand, as approved by the National Board, includes:

**A fourth category in the Social Security Act to provide grants-in-aid for general assistance.**

In addition to present standards for approval of state plans for assistance, such plans should be subject to approval only if they include no restrictions concerning residence, citizenship or employability.

**Variable federal grants to states for all forms of assistance.**

A work program sufficiently diversified to employ all persons not in private or other employment in accordance with their skills and the degree of their employability. Public employment at "socially useful" projects whether or not these compete with private industry or other public employment. No means test. Eligibility to rest on work history and availability of other employment. Federal administration and federal financing with no mandatory state or local contributions. Wages in no case less than an annual wage that would normally be adequate to maintain the worker and his family and not less than federal, state and local standards where these apply.

It turns out to be a compromise, although it started inductively in an earnest attempt to discover what the membership of the Association would support. In brief, it is an all-out, federally operated, federally financed work program, for unemployed workers, without respect to need, on production projects, if

necessary to utilize the skills of those who are without jobs, eligibility not to be tied to need, selection to be through employment services, the only considerations being appropriateness of the job, ability to do the work, and lack of other employment.

Supplementing that, we recommend, not a combined assistance and work program, but a renewed plea for federal grants for general relief to the states. We suggest that such a plan of general relief be administered through the Social Security Board, upon a system of grants-in-aid, and that the same conditions for approval of state plans be retained as are now in existence for old age assistance, aid to dependent children and aid to the blind. To those we would add the provision that no state plan should be approved if it did not guarantee assistance to people without respect to residence, without respect to citizenship, without respect to employability.

On the series of immediate objectives, noted in the May COMPASS, and further reported here, the committee will assume in the absence of time for debate that these represent the views of the Association. Certain additional suggestions have been presented, which the committee accepts:

- (1) Support of measures for implementing the 1938 report of the Interdepartmental Committee on Health and Welfare.
- (2) Extension of child welfare services.
- (3) Continuous promotion of the Child Labor Amendment and child labor legislation.

Certain other suggestions made by the delegates to the committee were not accepted. The first of these was complete federal responsibility for the unemployed, proposed last year by Chicago and again this year. The second, which the committee also rejected was the proposal to abandon this committee and replace it by two: one on administration of the public welfare services, and the other on legislation. (A motion to adopt these provisions was lost.)

The platform as amended by the Conference follows:

# AASW Position on Public Social Services

As Revised by Delegate Conference May 31, 1941

## PLATFORM ON PUBLIC SOCIAL SERVICES

The American Association of Social Workers believes in and supports the progressive development of public social services. Since the founding of this democracy, such services have been recognized as a proper function of government. They now constitute one of the most important aspects of the relation of government to its citizens in the life of our time.

These services will not have reached a desirable level of operation until practical measures have been adopted which assure the economic, social and physical well-being of every person in the American commonwealth. This objective requires the leadership and resources of the federal government. It is the responsibility of the federal government either to provide or to see to it that the services needed are provided.

There are five major items in the development of public social services—(1) coverage and the degree to which the needs of the people are met; (2) program—or devices and methods utilized to meet these needs; (3) administration—to carry out the responsibility accepted; (4) personnel—the instrument through which the purposes and designs of the services are carried out, and finally (5) prevention—measures designed to prevent the occurrence of unemployment, illness, dependency and delinquency. On each of these concerns social work experience leads the Association to support the propositions there outlined.

### PRINCIPLES

#### I. COVERAGE

All persons, regardless of race, creed, or any other condition, who are unable to secure suitable employment or whose resources fall below a level sufficient to maintain them and their families in health, decency and socially acceptable activity are a proper charge upon public resources.

#### II. PROGRAM

##### *Work*

Work under wholesome conditions and at wages sufficient to assure maintenance for the

worker and his normal dependents should be available to all who are not disabled.

To the degree that private industry can not provide such opportunities, government should provide them.

Work under public auspices should be provided to employ as many persons as can be absorbed in socially useful projects, which utilize the skills and abilities of unemployed persons. Such employment should be available to an unemployed person for such periods of time as appropriate work in private enterprise is unavailable to him. Wholesome conditions and protections should be assured for workers on public projects. Payment for work done on public projects should be the union scale of wages, where such scales have been developed, and should not fall below the minimum standards set by law for the protection of private employment.

Tests of individual needs other than evidence of lack of other employment opportunity are inconsistent with the concept of work outlined above. A work program should be distinct and separate from a program for relief.

A work program is not in itself a training program and should be distinguished from necessary efforts in this direction. Therefore, public projects for young persons and those occupationally displaced should be primarily directed to promote training or retraining in suitable occupations.

##### *Social Insurance*

Provisions for insurance against loss of income because of unemployment, old age, injury at work, and loss of breadwinner have already been found to be feasible. Such provision should be extended to cover disability and illness.

The insurance system should provide benefits of such an amount and for such a period as to provide reasonable security for the insured and progressively to reduce the need for other measures.

Coverage should be extended to the entire working population.

### **Assistance**

Public assistance should be available to meet the needs of all those unable in other ways to maintain for themselves and their dependents an adequate standard of living. Assistance measures should be:

1. Broad enough in scope to provide for all types of needy persons regardless of the cause of their need, and regardless of race, creed, political affiliation, citizenship, or length and place of residence or any other arbitrary restriction on eligibility. Compulsive features of laws and rulings regarding family responsibility should be abolished.
2. Adequate to enable needy persons and their dependents to maintain acceptable standards of living and to prevent physical and social deterioration and breakdown of morale.
3. Granted under such conditions of eligibility and calculated in such a way as can be readily understood by persons in need. It is also essential that these conditions should be of such a nature as to appeal to a sense of fairness on the part of applicants for assistance, and should engage them in responsible participation in the process of determining eligibility.
4. Designed to conserve the personal integrity and dignity of the persons in need and to assist them to return to self-maintenance wherever possible. Assistance rendered in forms other than the normal medium of exchange violates this principle.

### **Employment Service**

Employment service under public auspices is essential for the guidance and distribution of the labor supply in relation to the requirements of the labor market. Such service, available on a nation-wide basis, is necessary to aid in providing data on the extent of available work at any given time. It is a vital link not only between employment opportunities and the need for work, but also between this and the various other programs of government. Unless the availability of employment openings and the capacities of persons seeking work are continuously and competently related to one another, work will be denied to persons who could be effectively employed, and assistance or insurance granted unnecessarily.

Development of adequate employment data and current inventories of occupational short-

ages is necessary for the promotion of effective employment service and also for the guidance of persons who have been occupationally displaced and young persons seeking a vocation.

### **Health Service**

Government should make available or guarantee adequate medical care and public health services for all persons who are not otherwise provided with such care or services.

### **Housing**

Government should be responsible for providing or guaranteeing an adequate supply of safe, decent low rental housing for all groups who are not otherwise provided with adequate shelter.

### **Recreation**

Government should provide facilities and leadership for public recreation as one of the basic requirements of a well-rounded public welfare program. Activities under voluntary or commercial auspices should be regarded as complementary to governmental facilities and services.

## **III. ADMINISTRATION AND ORGANIZATION**

In order to carry out the foregoing program a coordinated administrative structure is essential in federal, state and local units of government. Also essential is effective co-operation between these units, and between federal, state and local governments. It is impossible to meet the needs of people in a nation where these needs vary from place to place, often in inverse ratio to local resources, without the leadership of the federal government.

Federal resources, administrative and financial, must be utilized in appropriate measure to supplement those of state and local governments. Effective administration therefore involves

- (a) federal aid to equalize the resources of state and local governments;
- (b) the establishment by the federal government, in cooperation with state and local governments, of minimum standards of operation and service;
- (c) a program so organized that at all times the various parts of the program should so fit together that lack of coverage by one program at any given time should

by fully compensated for by others, recognizing that extension of employment opportunity is the first charge of our social organization, and that other programs require progressive development in this order—insurance, public work and last assistance and other measures of relief;

(d) continuous research by appropriate government agencies as essential to sound planning;

(e) the recognition that financing necessary social services is costly, but that the absence of such services is more costly, not only in terms of money, but in human resources on which the money economy rests. Financing should be such as to improve the total economic situation. Methods should be based on the same principles as the program itself, so that costs will rest where they can best be borne.

#### IV. PERSONNEL

The public interest demands that competent service be assured in the public social services in order that public funds shall be administered humanely, economically and effectively. Such service can be assured only through the recruitment, selection and tenure of the best equipped personnel in relation to the specific nature of each type of position. Professional functions should be performed by professionally qualified persons. A well administered merit system offers the only assurance of such personnel in the public service.



#### REPORT ON 1941 ELECTIONS

The election of officers, National Board members and Nominating Committee members has been certified to the Association by the Committee of Tellers and the successful candidates are listed below. There were 4037 valid ballots cast, 379 more than in 1940.

The Committee of Tellers has carefully reviewed the procedures followed by the staff of the national office in connection with the tabulation of returns for the 1941-42 election. The Committee made a sample recount which satisfied them as to the accuracy of the original count. The procedure followed by the staff has been outlined in detail and will be sent to any member of the Association who requests it.

#### PRESIDENT

Wayne McMillen

#### 1ST VICE PRESIDENT

Pierce Atwater

#### 2ND VICE PRESIDENT

Frank J. Bruno

#### 3RD VICE PRESIDENT

Kenneth L. M. Pray

#### SECRETARY

Frank J. Hertel

#### TREASURER

James Brunot

#### NATIONAL BOARD MEMBERS AT LARGE

Charles I. Schottland  
Tom E. Wintersteen

#### NATIONAL BOARD MEMBERS

Dist. 1—Mary Cady  
Dist. 5—Aileen K. MacCracken  
Dist. 6—Agnes Van Driel  
Dist. 7—Marion Hathway

#### NOMINATING COMMITTEE

Dist. 1—Arlien Johnson  
Dist. 2—Margaret D. Yates  
Dist. 3—Kathryn D. Goodwin  
Dist. 4—Wilma Walker  
Dist. 5—Rebecca Boyle  
Dist. 6—C. William Chilman  
Dist. 7—Joseph P. Anderson  
Dist. 8—Elizabeth Dexter  
Dist. 9—Elizabeth P. Rice

#### NON-CHAPTER DELEGATES

Eleanor Ferris  
Persis S. Holden  
F. Roxana Jackson  
Chester V. Lewis  
Sue R. Slaughter  
E. M. Sunley

This statement was approved for publication in THE COMPASS by the Committee of Tellers.

MARY W. RITTENHOUSE, *Chairman*  
RALPH G. HURLIN  
AUBREY MALLACH

August, 1941

### STATEMENT BY THE PRESIDENT

Dear Fellow-Member of AASW:

The purpose of this letter is to urge every member of AASW to pay his dues *very promptly* this year. Let me explain why I make this plea.

The Delegate Conference of 1941 directed the National Board to balance this year's budget. Long hours of labor and conference have finally resulted in a plan that promises to achieve this objective. The plan involves, of course, curtailments in service. It also contemplates prompt receipt, within this calendar year, of all regular income.

Every social worker knows that any budget must be, to some extent, a prediction. But predictions may be either realistic or unrealistic. Ours are based on bed-rock realism. We have not optimistically hoisted the income figure to attain a hypothetical balance. Instead, services have been cut and income has been kept at the level justified by the experience of preceding years.

The critical items in the estimate of income are: (1) income from dues; (2) income from contributing and sustaining memberships. Both of these items have been retained in the revised budget at their normal level. But a balance will obviously be attained this year only if all of this normal revenue is received *when due*.

Our present practice allows every member a generous period of grace in which to pay his dues. Please do not take advantage of this period of grace. Please pay your dues promptly this year upon receipt of the *first* bill. Unless you do this, the very careful plan we have worked out to balance the budget cannot be realized.

Some members send in each year an amount larger than the regular annual dues. These persons are known as contributing or sustaining members. At its June meeting the National Board authorized the Treasurer to enclose routinely in the bills for annual dues a statement calling attention to these special memberships. I want to emphasize

that these special memberships do not represent a new development in the Association. They have long been authorized in the by-laws and we have derived some part of our income from them for many years.

The plan for balancing the 1941 budget is based on the assumption that income from these contributing and sustaining memberships will be at least as large in 1941 as in the immediately preceding years. I urge all who have been contributing or sustaining members in the past years to continue to send in the extra contribution this year. We are counting on these customary contributions to help balance the budget. Other members will be reminded of these special memberships by the Treasurer's letter that will be enclosed with the annual bill for dues. I hope that all members will examine the Treasurer's letter and that additional special memberships will result.

This letter affords me an opportunity to add a word concerning the evaluation of program and management now being made. The National Board, as directed by the Delegate Conference, has made provision to carry this study forward with promptness and vigor. The job is not being done in a hasty, superficial manner. Data are being collected from all parts of the country and are being carefully studied. This takes time. But in the end a complete report will be made to the National Board and to the membership.

I hope and believe that this present review of the activities of our Association will result in a genuine strengthening of our organization. Other professional societies have engaged in similar analyses and have emerged with renewed power, increased unity, and a clearer sense of direction. There is genuine vitality within our group. We have ample strength to carry on and to develop increasingly effective means of advancing unitedly toward our common objectives.

Very sincerely yours,

WAYNE McMILLEN

August 16, 1941